All mentor programs benefit everyone.

I have been feeling inspired by WTS lately. On August 8th WTS Connecticut Chapter hosted its Annual Summer Social along with the 2013/2014 Mentor Program. This event made me nostalgic as I looked at the young women that will be mentees and recall my own participation in the program. Thus, as I mingled with the mentees in the program and the men and women who volunteered their time to be their mentors, I felt a twinge of excitement, knowing that we have such a promising future for the WTS Connecticut Chapter.

In honor of the Mentor Program and people’s commitment; I have done some research and would like to share some fascinating facts. The information comes from an unbiased source: “The Human-Resources Department at Sun Microsystems.” This report states that in-house researchers "conducted a multi-year study...to measure the quantifiable impact of mentoring programs. In fact, mentoring was selected as the test case because it was perceived as the hardest human resource program to measure."

When Sun compared the career progress of about 1,000 employees over a five-year period, it turned out that both mentors and mentees were more than 20% more likely to have received a raise than people who didn't participate in the mentoring program at all. On average, 25% of mentees received a raise versus an average of 28% of the mentors who participated in the program (vs. just 5% of managers who were not mentors).

Employees who participated in a mentoring program were promoted five times more often than those who didn't. Mentors fared even better, as they were six times more likely to have been promoted to a better position.

Of course, in any company, people who step up and volunteer to be mentors tend to be the most energetic and engaged employees, so their chances for promotion may be better than average from the get-go. Also, some companies may value mentoring more than others, hence be more likely to reward their mentors. Still, the Sun study does offer welcome evidence that it isn't only the mentees who benefit from these programs.

At this point in your work life, you can probably name quite a few people who've given your career a boost. Acting as a mentor has its upsides -and these go beyond self-satisfaction and good karma. Thus, when a moment comes in your career where someone asks you to be a mentor, please don’t think this is a moment of trepidation.

- continued on page 2 -
Central Connecticut State University (CCSU) with the support of the Connecticut Department of Transportation (CTDOT) hosted the National Summer Transportation Institute (NSTI) Program for aspiring 9 to 12 grade students from July 29 to August 2, 2013. This was a non-residential program where participants commuted to campus every day. Sixteen students participated in the program this year and acceptance was based on a competitive application process.

The purpose of the NSTI Program is to create awareness and stimulate interest in middle and high school participants to take full advantage of the career opportunities that exist in the transportation industry. The NSTI Program is sponsored by the U.S. Department of Transportation and Federal Highway Administration. The program is open to students attending public and private middle and high schools in Connecticut. The curriculum exposes participants to such careers as bridge design, transportation of people and cargo, inter-modalism, laws, regulations, safety, and career opportunities. In addition, participants are exposed to standardized applicant test (SAT) preparation courses, computer training, academic enhancement activities, field trips, and hands-on projects.

WTS members Kimberly Dunham, Lori Long, Patrycja Padlo, and Nancy Rolfe participated in the program by introducing the students to the varied and exciting world of a career in the transportation industry. Each of the four WTS members shared their individual journey to a career in transportation and personal advice for being successful in college, career and life. It will be interesting to see what path these young people take.

To all our WTS Members who have helped to put this Newsletter together and have volunteered their time to ensure that all our programs and events have been a success.

~ Thank You ~

We couldn’t do it without your support!

If you would like to submit an article for a future newsletter or have any ideas for articles. Please email them to: jiperuti@haks.net
2013 Summer Social

WTS Connecticut Chapter held the Summer Social at Paradise Hills Vineyards & Winery in Wallingford, Connecticut. WTS members and friends along with participants of the 2013/2014 Mentor Program gathered together to network, socialize and enjoy great wine and food.

This year’s event was hosted at this family owned and operated winery nestled among 65 acres of rolling hills along the Washington Trail in Wallingford, a unique vineyard that strives to be eco friendly.

Sitting on the covered patio members were able to taste several of the wines paired with appetizers brought by board members and friends of the organization. The wine was found to be authentic to Italy, especially the table wines.

It was a warm, humid afternoon, filled with laughter and networking. As the stars settled in, the night came to a close in a magical way. Good colleagues and friends, good wine, and lasting memories.

Thank you for joining us and looking forward to next year event.

Message from the President (continued)

"Mentoring is an exchange, and you can leverage the relationship to benefit your own career," says Ellen Ensher, a management professor at Loyola Marymount University and co-author of Power Mentoring. I hope these facts and bits of wisdom will help you in deciding to participate in a Mentor Program, or even simply providing guidance and advice to the junior staff within your office.

Similarly stated, if a coworker, friend, or even casual acquaintance asks for your professional opinion, they are asking you to be a mentor. They are asking for your advice because they respect you and feel as if you can help them succeed. It as an honor to be a mentor!

Patrycja Padlo
CDM Smith
WTS Connecticut Chapter President

Source: http://money.cnn.com/2013/08/01/pf/mentor.moneymag/index.html
2013 WTS/ITE Golf Tournament

The Third Annual Joint WTS/ITE Golf Tournament was held on June 26th at The Tradition Golf Club in Wallingford. Seven teams enjoyed a friendly round of golf followed by a buffet dinner and networking.

A total of $1,087 was raised for the ITE CT Scholarship Fund.

*(photo below)* Congratulations to the first place team Prime Engineers; George Dumas, Brian McGovern, Bob Thornber and Russ Moresi.

2013 WTS/ITE Golf Tournament

The “Longest Drive” prize was awarded to Henry Fredericks and the “Closest to the Pin” was awarded to Carrie Rocha.

*(photo above)* WTS Connecticut Chapter Members, Sandy Dumas, Ruth Fitzgerald, Carrie Rocha and Shelley Plude.

UPDATE: The 2012 Transportation Mini Series session on ET3 Travel

2012 TMS speaker Daryl Oster explained of ET3 future travel. In August 2013 CNBC reported the following:

As the hype surrounding Elon Musk's Hyperloop generates more and more buzz, the potential reality of super high-speed tube transportation is now being discussed around the world. As with any new technology, even if it's still more theory than reality, investors are circling and hoping they are getting in on the ground floor of the next great thing. Read more at: [http://www.cnbc.com/id/100955989](http://www.cnbc.com/id/100955989)
Connecticut Chapter Welcomes New Members:

The Connecticut Chapter would like to welcome all new members:

- Avril Brown
- Geraldine Hogu
- Alicia Leite
- Russell Moresi
- Steve Mitchell
- Charles Norrish
- Jennifer Scolamiero
- David Stahnke
- Kevin Viveiros

Why not get involved with WTS?

The WTS Connecticut could use your help! Volunteering has never been easier and the opportunities are endless. To volunteer, contact one of our Committee Chairs listed in this newsletter.

Call for Annual Award Nominations!

WTS Connecticut is seeking nominations for annual awards presented in the following categories:

**Woman of the Year:**
Honors a woman who is an outstanding role model and has contributed to the advancement of women and minorities in transportation

**Employer of the Year:**
Recognizes a business for its support of the goals and purpose of WTS.

**Rosa Parks Diversity Leadership Award:**
Honors an individual, group, or organization that has made significant contributions in promoting diversity and cultural awareness within their organization, the transportation industry, or in a project or activity that supports the goals and mission of WTS.

**Innovative Transportation Solutions Award:**
Honors an innovative transportation project or service that improves the quality of life for its users and the community.

Thank you for your consideration and support of our mission to advance women in transportation! If you have any questions about WTS Connecticut or the Awards Program please do not hesitate to contact Patrycja Padlo at (203) 865-2191 ext 247 or via email Padlopt@CDMSmith.com.
2013 WTS/ITE Transportation Mini Series

WTS sponsored its 7th Annual Transportation Mini-Series in October of 2013. This event was host to professionals within the industry, municipal leaders, CTDOT representatives and students. The day consisted of technical workshops and seminars. The conference kicked off with a presentation on new data sources used on the Connecticut DOT I-84 Viaduct study, presented by INRIX, Cambridge Systematics, the Connecticut DOT and TranSystems. The session discussed sources such as: INRIX, Skycomp, and Airsage. Following this we offered presentations by three graduate students that submitted their work for this opportunity under our annual research poster session. As the top three winners, they shared their master and PhD research projects and findings. Subject matter included *A Latent Joint Discrete-Continuous Model Exploring the Relationship between Vehicle Type Choice and Distance Traveled; Risk Assessment of Hazardous Materials Transportation Routes; and Analysis of Driver and Passenger Severity Using Partial Proportional Odds.*

The next, highly anticipated session was on Emergency Response after Hurricane Irene: A Lesson Learned presented by Sue Minter, Deputy Transportation Secretary. The final morning session, Paying for Transportation with a Retail Shopping Tax-ITD’s I-90 Interchange was presented by Jason Minzghor of Idaho DOT and Vance Henry of H.W. Lochner.

To keep momentum and reinvigorate our audience, Shelley Row, PE/PTOE, formerly of the USDOT, took to the podium for an extended luncheon program entitled *Leaders’ Secret Skill for Success: Intuition. You’ve Got It. Are You Using It?* Her lively workshop not only provided insight, but also tools to evaluate and learn more about ourselves.

The afternoon offered two additional technical sessions, the first Climate Change and It’s Impacts on Transportation Design and Planning by Thomas Harley, Connecticut DOT, and Adam Whelchel of the Nature Conservancy and the second The Role of Transitways in our Region’s Economy by Nebiyou Tilahun from the University of Illinois. Nebiyou presented on land use strategies to achieve significant gains in transit job accessibility, a study looking at transit job access under current and future planned systems within the Minneapolis-St. Paul metropolitan area. Closing our day’s program was Mary Ellen Jones, Chairwoman of the Connecticut Airport Authority, discussing the Connecticut’s new Airport Authority, its goals and development.

Our pre-dinner reception included a meet and greet with the distinguished Mary Ellen Jones. WTS CT was again honored by the continued support of the Connecticut Department of Transportation’s Commissioner James Redeker. The Commissioner presented his 2013 Top 10 list of what’s happened and is happening within Connecticut. Always spirited and humble, he provided the perfect close to another successful conference.
Have you considered becoming a Corporate Partner?

A sponsorship of WTS Connecticut offers vital mutual benefits to WTS and your company. WTS Connecticut offers outstanding networking and professional development opportunities for transportation industry employees and leaders at every level. WTS offers informative programs, scholarships for students, mentoring program, and information exchange through our newsletter and website (including job postings). For more information on the Corporate Sponsorship Program please contact our Chapter President, Pat Padlo at padlopt@CDMSmith.com.

Around the Area Calendar of Events:

WTS - Connecticut - How to deal with Difficult People - Tuesday, January 14, 2014 - 3:00 PM to 4:45 PM EST: http://www.wtsinternational.org/
WTS - Connecticut - Annual CACT and WTS Legislative Breakfast - February 20, 2014 - 8:30 AM to 10:00 AM EST: http://www.wtsinternational.org/
WTS - Greater New York - Spotting the Sexism: Career Success and Smashing the Glass Ceiling - March 26, 2014: http://www.wtsinternational.org/greaternewyork//events/
WTS - Rhode Island - 2013 Holiday Social - December 12, 2013: http://www.wtsinternational.org/rhodeisland//events
WTS International News and Highlights

**NEW!**
Base Chapter Membership and Chapter Affiliations

Beginning Jan. 1, 2014, members will no longer pay $30 for additional chapter memberships. In addition, new membership terminology will take effect: the current "Primary" chapter will be called your *Base Chapter* and what is currently known as "Additional Chapter Memberships" will be referred to as your *Affiliated Memberships*. The base chapter fee will be included in the overall membership rate.

Members will need to select their base chapter during the membership transaction when renewing or joining and at that same time add any affiliated memberships. Affiliated chapters can also be added at any time during the year! If you have any questions please email membership@ wtsinternational.org.

**WTS CT Chapter Corporate Sponsor is in the news**

On November 1, 2013, Fitzgerald & Halliday, Inc. announced the acquisition of the New York City operation of Howard/Stein-Hudson, Associates, Inc. (HSH), a Boston-based transportation consulting company.

**2013 Membership Race to Recruit Winners!**

WTS is pleased to announce the 2013 *Race to Recruit* winning chapters, below. The chapters were divided into three groups based on number of members. The chapter with the highest average increase in primary membership numbers for September and October in each group won the "race" in their group:

**Winners:**
Group A:  
London, 40 new members, 32% increase  
Group B:  
Central PA, 17 new members, 34% increase  
Group C:  
Treasure Valley, 16 new members, 36% increase

**Honorable mention:**
Central Florida, 27% increase  
Greater Indianapolis, 27% increase  
Toronto Area, 24% Increase

The winners will receive one (1) 2014 WTS Annual Conference registration and one (1) one-year paid WTS membership for a person of their choice. They may use these prizes as a thank you to a dedicated volunteer or to include someone in WTS that may not otherwise have an opportunity to participate.

Winners were calculated by adding the total number of new members in September and October and then dividing that number by total number of members as of August 1. For a full list of final results, please visit the resources section of the Chapter Presidents and Membership Chair groups of *Transport.*

**Leadership Development Program to Expand for 2015**

WTS International's Leadership Development Program, historically one of the association's most esteemed opportunities for mid-career WTS professionals who have demonstrated interest and potential to enhance their skills and advance within the industry, will hold its next program in fall 2015. During the coming year, WTS will be rebuilding the Leadership Development Program and expanding it to offer an additional program for executive-level leaders.

Both programs will provide personal interaction with leading industry professionals who challenge the analytical and creative skills of participants as they tackle case studies and exercises dealing with complex issues of people, transportation policy, and politics.

WTS members can look forward to applying for the new Leadership Development Programs in early 2015.
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